



Legal Counsel (Corporate / Governance)

Location: Onshore London, opportunity for hybrid working

Salary: Competitive

Date Posted: Thursday, 4 June 2026

Closing Date: Thursday 2 July 2026

The Role

As Legal Counsel (Corporate / Governance), you will play a central role in supporting Serica Energy's continued growth as a UK-listed business. Working closely with the General Counsel & Company Secretary, you will provide commercially focused legal advice across complex transactions, corporate governance and regulatory compliance — helping to safeguard the business while enabling strategic ambition.

You will be a trusted advisor to senior stakeholders, bringing clarity through strong communication and translating legal complexity into practical, business-focused guidance. From M&A activity to financing arrangements and governance matters, your input will support informed decision-making at the highest levels of the organisation.

Collaboration and respect are fundamental to this role. You will work across functions, building effective relationships with internal teams, external advisers and regulators, ensuring legal considerations are understood and embedded across the business. Your approach will support a culture of integrity, transparency and shared accountability.

In a dynamic listed company environment, you will bring a mindset of continuous learning, staying close to evolving regulatory frameworks and market practice. You will help strengthen Serica's governance and compliance landscape, identifying risks early and supporting the development of robust, forward-looking processes and policies.

You will be empowered to lead legal workstreams and manage multiple priorities with autonomy. With that comes a strong focus on empowerment and accountability — ensuring risks are appropriately managed, obligations are met, and the company maintains the highest standards of legal and ethical conduct across all areas of activity.

What we are looking for in potential candidates:

We are looking for a commercially astute corporate lawyer who thrives in a fast-paced, listed company environment and is motivated to contribute to high-value, strategically important work.

Key Responsibilities:

- Lead and support legal workstreams on M&A transactions, including due diligence, negotiation and execution
- Provide clear, practical legal advice on corporate governance, regulatory compliance and directors' duties
- Support financing activities, including lending arrangements, capital markets transactions and ongoing compliance
- Build strong relationships with senior stakeholders, acting as a trusted legal advisor across the business

- Manage and oversee external counsel, ensuring effective delivery and value for money
- Contribute to the development of policies, processes and training to strengthen the company's legal and compliance framework

Experience & Qualifications:

- Qualified Solicitor (England & Wales) with post-qualification experience gained in private practice and/or in-house
- Strong background advising UK-listed companies, with experience in corporate transactions and governance
- In-depth understanding of UK corporate governance, Listing Rules and MAR requirements
- Proven experience supporting M&A and corporate finance activities, ideally within energy or a related sector
- Strong drafting, negotiation and analytical skills with sound commercial judgement
- Ability to manage multiple priorities, work autonomously and engage effectively with senior stakeholders

Our Culture

Serica offers the opportunity to be part of a busy, vibrant working environment with a strong culture rooted in mutual respect and trust.

We are passionate about building an inclusive culture that attracts and encourages diversity. We want our employees to feel that they can bring their true self to work, as we recognise the potential that this unlocks and the value that it brings.

We have created an environment that puts people at the heart of everything we do, based on a shared set of values. This means not just doing the essentials of looking after everyone's health, safety and wellbeing but their development, their sense of belonging and their success. Only by making our values a real part of everyday life at Serica can we achieve our goals and grow as individuals and together.

In real terms this means being truly supportive of the things that matter to our people.

Next Steps

If, having read the information above, you would be interested in a conversation to take things forward, the next step is to contact Stewart.Moore@orioneng.com at Serica's Recruitment Partner, The Orion Group.

Please note that applications for this role will be managed by our recruitment partner, the Orion Group. By submitting your application, you acknowledge that your personal data will be shared with and processed by Orion for the purposes of recruitment. For queries or to exercise your data protection rights, you can contact Orion at marketing@orioneng.com. Further information on how your data is used can be found in their [Privacy Policy](#).

JOB DESCRIPTION

Job Title:	Legal Counsel (Corporate / Governance)
Department:	Legal & Governance
Onshore/Offshore:	Onshore
Location:	London, UK (with flexibility for hybrid working)
Reports to:	General Counsel & Company Secretary

Role Purpose

Write a short description of the role below:

Serica Energy plc is a British independent oil and gas company with production, development and exploration interests in the UK Continental Shelf (UKCS). Listed on AIM, Serica is committed to responsible energy production, operational excellence, and disciplined capital management. Following significant growth through strategic acquisitions, the Legal & Compliance function plays an increasingly central role in supporting the business across all areas of activity.

This is an excellent opportunity for a commercially astute corporate lawyer with in-depth experience of working with UK listed public companies to join Serica's in-house legal team at a pivotal stage in the Company's development. The successful candidate will provide high-quality legal advice and transactional support across mergers and acquisitions, corporate finance, regulatory compliance and corporate governance. Working closely with the General Counsel & Company Secretary, senior management and external advisers, the role offers genuine breadth and the opportunity to work on complex, high-value matters in a dynamic listed company environment.

Areas of Responsibility

Geographical Span:	Serica Assets- UKCS
Budgetary Responsibilities:	Not at present
Direct Reports:	Not at present
Travel Required:	Occasional as required

Main Tasks

Please note that this list of duties is not exhaustive, and employees will be expected to undertake reasonable duties commensurate of their role and grade.

Mergers & Acquisitions

- Lead and coordinate legal workstreams on acquisitions, disposals and farm-in/farm-out transactions involving oil and gas assets on the UKCS and internationally.
- Conduct and manage legal due diligence processes, including preparation and review of due diligence reports and identification of key risks.

- Draft, negotiate and review NDAs, sale and purchase agreements, asset purchase agreements, joint operating agreements and associated transaction documents.
- Advise on deal structuring, contract terms, process to closing and post-completion rights / obligations.
- Liaise with external counsel, financial advisers, regulators and counterparties throughout the transaction lifecycle.

Corporate Governance

- Support the General Counsel in advising the Board and its Committees on corporate governance and compliance.
- Advise on related party transactions, conflicts of interest and directors' duties.
- Support the preparation of the Annual Report and other shareholder communications, including the AGM process.
- Support the Company's compliance with UK Listing Rules, Disclosure Guidance and Transparency Rules, MAR and other applicable securities laws.

Finance Support

- Support the Company's banking and finance activities, including reserve-based lending (RBL) facilities, hedging documentation and security arrangements.
- Support the Company's activities in relation to debt capital markets matters including bond issuances, refinancings and associated covenant compliance.
- Responsible for internal 'ownership' of ongoing legal compliance under the RBL and bond agreements.
- Review and advise on counterparty credit arrangements, guarantee structures and intercreditor matters.
- Provide support in relation to the Company's insurance arrangements, including reviewing terms of insurance and ensuring relevant personnel in the wider group are aware of the terms and conditions on the Company's various policies.

Regulatory Compliance

- Manage / assist the Company's legal obligations in relation to corporate compliance matters including sanctions, anti-bribery and corruption legislation, data protection matters and modern slavery legislation.
- Assist in maintaining and developing the Company's compliance policies, procedures and training programmes.

General Legal Support

- Draft, review and negotiate a wide range of commercial contracts.
- Manage and develop the Company's contract management systems and document management processes and document retention policies.
- Instruct and manage external legal counsel, ensuring value for money and appropriate oversight of external spend.
- Support the wider business with legal training and guidance.

Professional/Educational Requirements

Essential:

- Qualified solicitor (England & Wales) with a minimum of 3 years' post-qualification experience (PQE), gained in private practice and/or in-house.
- Strong public company (UK listed) background, ideally with significant experience in M&A ideally in an energy, natural resources or infrastructure context.
- In-depth understanding of MAR and UK corporate governance requirements for listed companies.
- Advantageous to have experience of UK regulatory and compliance requirements.

Skills & Competencies

- Commercially focused with the ability to identify practical, risk-proportionate solutions and communicate complex legal issues clearly to non-lawyers.
- Excellent drafting, negotiation and analytical skills with strong attention to detail.
- Ability to manage multiple workstreams simultaneously and work effectively under pressure to tight deadlines.
- Collaborative team player with strong interpersonal skills and the confidence to engage with senior stakeholders.
- Self-motivated, proactive and able to work with a high degree of autonomy.
- Commitment to the highest standards of professional conduct and integrity.